

**STATE OF CONNECTICUT
DEPARTMENT OF DEVELOPMENTAL SERVICES**

Policy No.: IL.D.P0 019

Subject: Employment of Relatives and Unmarried Partners

Section: Human Resources

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Effective Date: Upon Release

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Approved:/s/Terrence W. Macy/GD

A. Policy Statement

Relatives and unmarried partners of current employees may be considered for permanent employment within the Department of Developmental Services (DDS) under the following conditions and restrictions: the applicant shall not be under the direct supervision of the employed relative or unmarried partner and/or the employed relative or unmarried partner shall not be in a position to influence the applicant's salary, benefits, working conditions, or personnel activities such as disciplinary actions. DDS reserves the right to restrict the employment of relatives or unmarried partners when such appointment would place the applicant within the same physical work location.

B. Applicability

This policy applies to all active DDS employees. This policy shall not be applied retroactively to DDS employees where the situation exists as of the date of this policy. Reassignment of affected employees may be arranged, when appropriate.

C. Definition

For purpose of this policy, a **relative** is a spouse, father, mother, son, daughter, brother, sister, uncle, aunt, first cousin, nephew, niece, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half brother, half sister, husband, wife, or any relative who is domiciled in the employee's household. This shall also apply not only to legally married spouse but also to any domestic partner and any other individual cohabitating with an employee.

D. References

Section 1-79 et seq. of the Connecticut General Statutes